

advancing belonging in evolving times



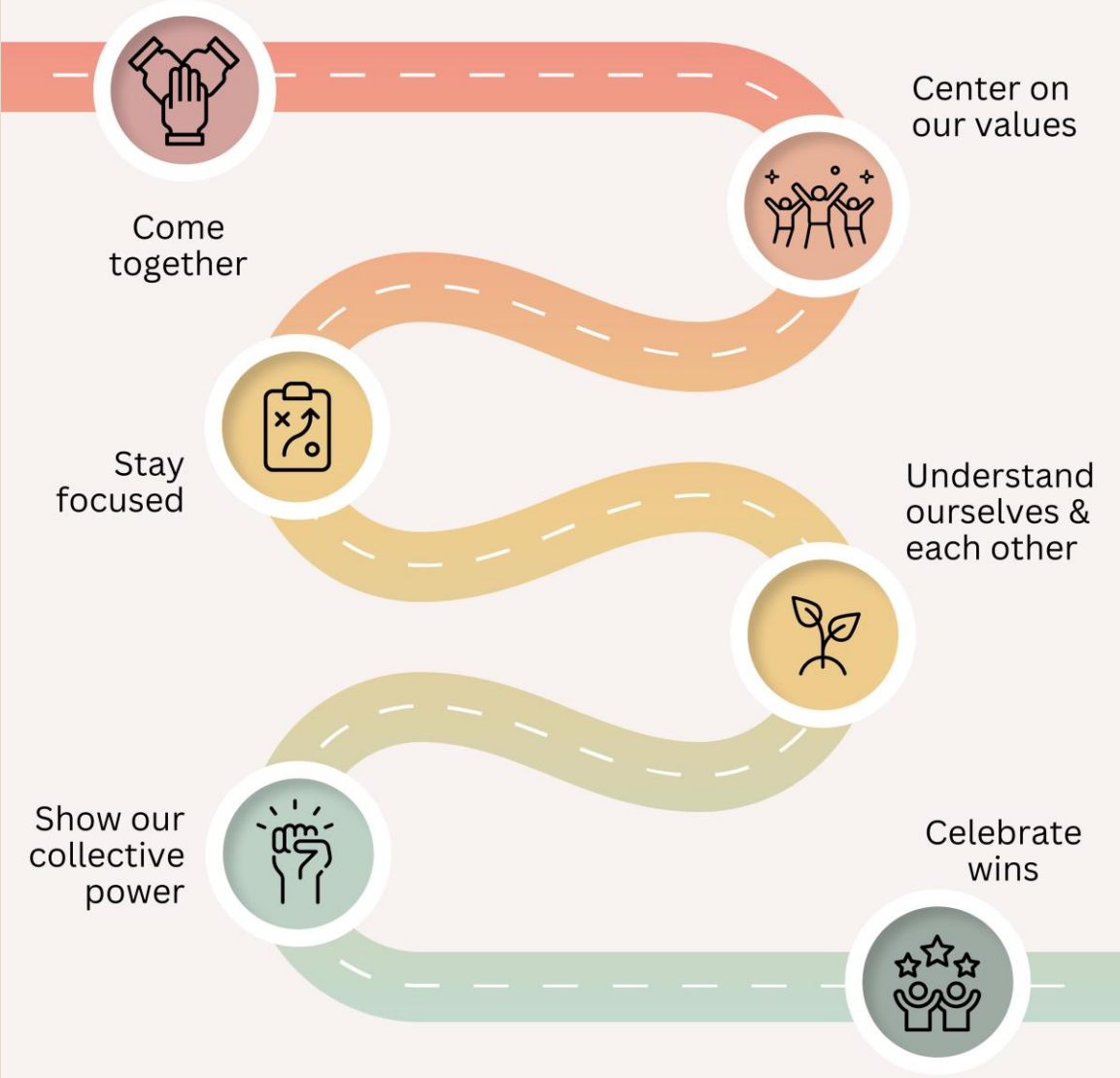
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MOVING FORWARD WITH
DIVERSITY, EQUITY, INCLUSION & BELONGING



we experience HOPE when...

Brene Brown, based on C.R. Sneider's Research

- 1) Goal: We are clear about what we want to achieve.
- 2) Pathway: We understand a path that may lead us there.
- 3) Agency: You believe in our ability to get us there.



“Hope is a necessary condition of working to improve human existence—there must be some sense that the struggle is not in vain.

~ Shawn Ginwright



Othering
& Belonging
Institute

advancing racial equity

Legal guidance for advocates

June 29, 2023

Updated February 14, 2025

By Stephen Menendian

three approaches

1. Courageous defiance
2. Race-neutral acquiescence
3. Risk avoidant, not risk averse

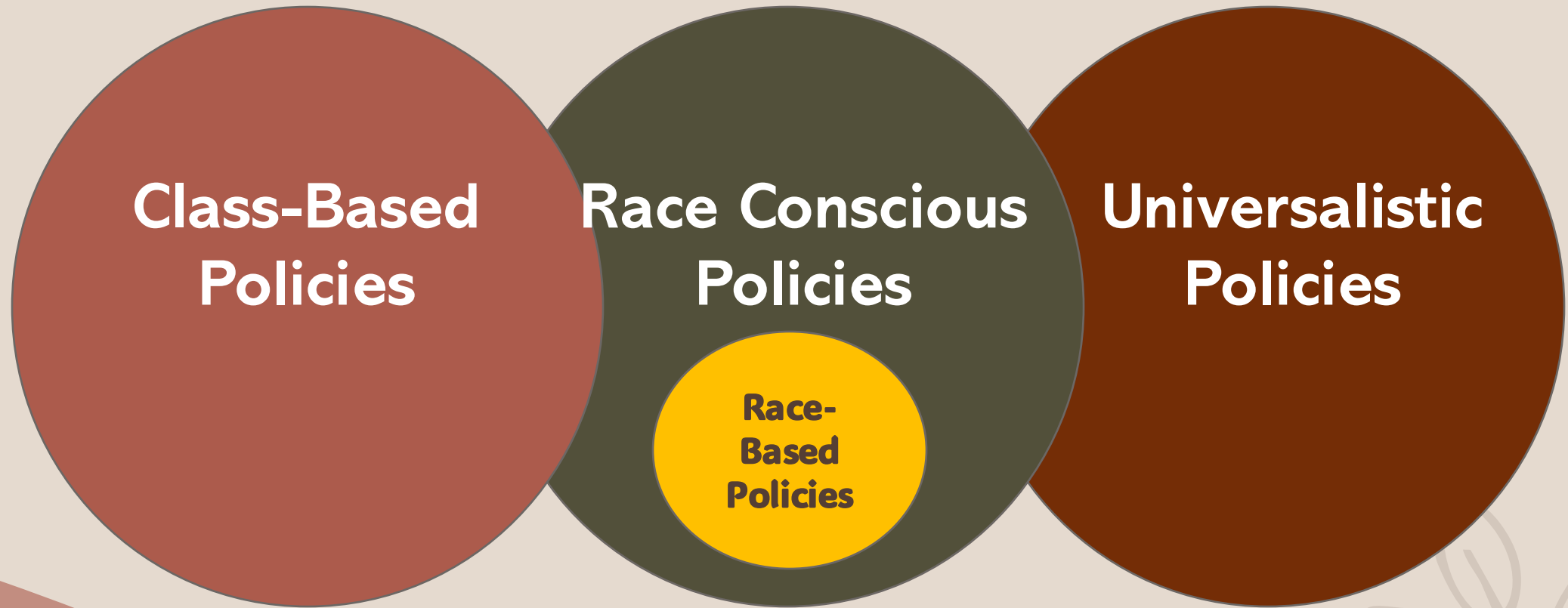




Race-Conscious
Policies

Race-Based
Policies

proxies



Legal

- Gathering racial data
- Diversity and implicit bias training
- Programs for specific groups (affinity, mentorship, etc.) that are open to all
- Considering racial demographics of communities when drawing school attendance boundaries
- Using racial demographics when deciding where to focus resources
- Having goals for racial improvement using race-neutral methods



Not Legal

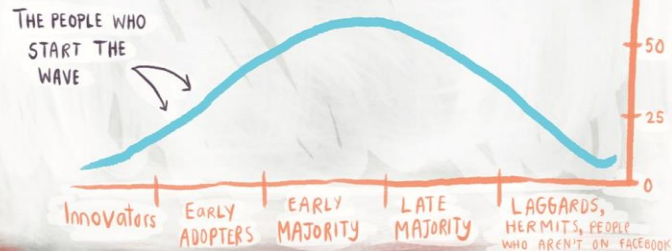
- Using an individual's race in decision making
- Giving or denying a benefit based on someone's race

“Changes in small places also affect the global system, not through incrementalism, but because every small system participates in an unbroken wholeness. Activities in one part of the whole create effects that appear in distant places. Because of these unseen connections, there is potential value in working anywhere in the system. We never know how our small activities will affect others through the invisible fabric of our connectedness.”

Margaret Wheatley



1. Institutions don't change without collective will

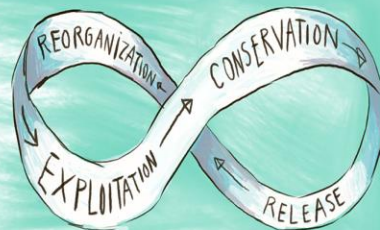


In his book *Diffusion of Innovations*, Everett Rogers set out a basic theory of change that established the idea of "early adopters." These innovators push the majority to think/shop/eat/legislate in a new way. With critical mass, industry and institutions take notice—and eventually change.

2. A big thing is just a bunch of small things put together

Most of our challenges exist in systems, in which all the parts are interacting and inter-related. When we push, however small, from within the system, we create a feedback loop that changes it.

A TINY BITE CAN STILL BUG YOUR WHOLE BODY



The Adaptive Cycle is a Möbius Strip for resilient growth

3. SMALL creates new norms

It's more democratic when a million people do something small, than when a very powerful person does one big thing (though that can be nice, too). It's in the small actions of the many that we see behavior change and new ideas seeded by many diverse conversations finding commonality. We'll always need big players to make big gestures, but every movement needs to accommodate for the inclusive participation of all.



BRINGING YOUR OWN MUG

SIGNING THAT PETITION

TURNING OFF THAT LIGHT

UPCYCLING THAT LAMP-SHADE

EATING LESS MEAT

4. Goal attainment is about little victories

"Chunking" is the term for breaking a goal into smaller pieces, for discrete wins (and frequent dopamine hits). The New York Times writer Tim Herrera calls this process "micro-progress." We need immediate and drastic action on climate change, but no one person can fix climate change. Some people can stop fracking in their community. Others can stop buying plastic toothbrushes.

STOP USING PLASTIC BAGS
FLY LESS
OVERTHROW WORLD ORDER TO SAVE THE PLANET

5. Small becomes you

Doing something small every day keeps the larger goal top of mind. Stanford Professor BJ Fogg's Tiny Habits program is all about simple "new habit recipes" that ultimately change our identity. Small actions that become part of your routine become habits. Habits that lead to change.

How did you become fluent in Finnish?

One syllable at a time.

SPEAKING UP

CALLING AN ELECTED OFFICIAL

TAKING PUBLIC TRANSIT

TRYING TO CHANGE ONE MIND

HELPING SOMEONE ELSE DO SOMETHING

If you're still getting small static, throw it back!

#START SMALL

Behavioral science teaches us that writing down what you plan to do (called implementation intention) goes a long way toward helping you achieve your goals. What little positive thing will you do this week?

I WILL:

discussion

- What is something you feel is needed in this moment that is within your sphere of influence?
- What is your next step?
- What supports do you need?



“Not everything that is faced can be changed,
But nothing can be changed until it is faced.”

~ James Baldwin

breathe by Lynn Ungar

Breathe, said the wind

How can I breathe at a time like this,
when the air is full of the smoke
of burning tires, burning lives?

Just breathe, the wind insisted.

Easy for you to say, if the weight of
injustice is not wrapped around your
throat, cutting off all air.

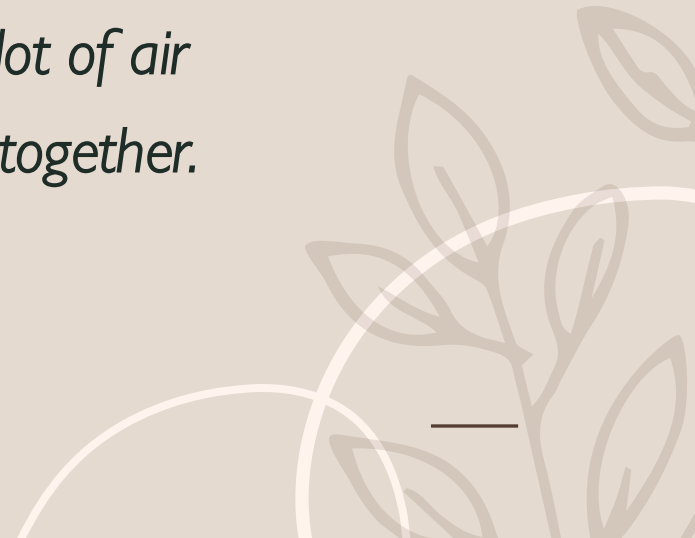
I need you to breathe.

I need you to breathe.

Don't tell me to be calm
when there are so many reasons
to be angry, so much cause for despair!

*I didn't say to be calm, said the wind,
I said to breathe.*

*We're going to need a lot of air
to make this hurricane together.*





thank you



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